

BYLAE : A

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Dear Colleague.

I am currently busy with my Master's Degree at Huguenot College in Wellington. To complete my studies I must hand in a dissertation. The title of my dissertation is: *The empowerment of SAPS social workers through the supportive function in Supervision: A Strengths Perspective*. The purpose of this study is to explore if SAPS social workers experience stress/burnout and the extend of support they receive from supervisors.

As a SAPS social worker I request you to complete all the questions. If you need any assistance you can contact me at the following telephone numbers, 021 807 4385, 021 8711041 x 2270, 082 7777 247 or email [brianarthur@absamail.co.za](mailto:brianarthur@absamail.co.za)

Your participation in this study is voluntary and your anonymity will be protected.

## Section / Afdeling A.

### Demographic detail / Demografiese inligting.

#### 1. Experience as social worker (years).

Ondervinding as maatskaplike werker (jare).

0 - 5	
6 - 10	
11 - 15	
16 - 20	
21 <	

#### 2. Experience in SAPS.

Ondervinding in SAPD.

0 – 5	
6 - 10	
11- 15	
16 - 20	
21 <	

#### 3. Tertiary Training

Tersiêre Opleiding

3 Year Degree / Diploma 3 Jaar Graad / Diploma	
4 Year Degree / Diploma 4 Jaar Graad / Diploma	
Master's Degree Magister Graad	
Doctor' Degree Doktorsgraad	

## Section B / Afdeling B

### Supervision / supervisie

1. Define the term supervision.

Omskryf die term supervisie.

To see if the social worker administer sound administrative practices Om vas te stel of die maatskaplike werker gesonde Administratiewe praktyke toepas	
To educate the social worker Om die maatskaplike werker te onderrig	
To support the social worker Om die maatskaplike werker te ondersteun	
Other Ander	

2. Do you receive supervision?

Ontvang u supervisie?

Yes Ja	
No Nee	
Other Ander	

Other / ander

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## 3. If you answered yes at 1 how regular?

Indien u ja geantwoord het by 1 hoe gereeld?

Weekly Weekliks	
Monthly Maandeliks	
Other Ander	

Other/ander.....

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## 4. How are your needs identified?

Hoe word u behoeftes bepaal?

Self	
Supervisor	
Through mistakes made Deur foute began	
Needs assesement Behoefte bepaling	
Other Ander	

Other/ander.....

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## 5. Which functions of supervision are applied?

Watter funksies van supervisie word toegepas?

Educational Onderrig	
Administrative Administrasie	
Supportive Ondersteuning	
Other Ander	

Other/ander.....

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## 6. Does supervision address your needs?

Spreek supervisie u behoeftes aan?

Yes Ja	
No Nee	

Motivate/motiveer.....

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7. How do you experience supervision?

Hoe beleef u supervisie?

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8. Is there a difference between the Performance Enhancement Process (PEP) and supervision? (Motivate your answer)

Is daar 'n verschil tussen PEP en supervisie? (motiveer u antwoord)

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## Section C / Afdeling C

### The supportive function of supervision.

#### Die ondersteunings funksie in supervisie.

1. Define the term supportive function in supervision.

Omskryf die term die ondersteuningsfunksie in supervisie.

To support the social worker Om die maatskaplike werker te ondersteun	
To prevent stress and burnout Om stres en die uitbrandingsindroom te voorkom	
To enhance the morale of social workers Om die moraal van maatskaplike werkers te verhoog	
To enhance job satisfaction Om werksbevredegig te verhoog	
Other Ander	

Other/ander.....  
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2. What is the purpose of the supportive function?

Wat is die doel van die ondersteuningsfunksie?

To support social workers during difficult situations Om maatskaplike werkers tydens moeilike tye by te staan	
To prevent stress Om stress te voorkom	
To prevent burnout Om uitbranding te voorkom	
To give continuous support Om deurlopende ondersteuning te bied	

Other/ander

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3. Do you receive support from your supervisor?

Ontvang u ondersteuning van u supervisor?

Yes Ja	
No Nee	

### Section D / Afdeling D

#### Strengths perspective / Sterkteperspektief

1. Can you identify your own strengths?

Kan u, u eie sterkpunte identifiseer?

Yes Ja	
No Nee	



2 Identify at least five strengths if yes

identifiseer ten minste vyf sterkpunte indien ja

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4. Which of your above mentioned strengths are being used in supervision?

Watter van bogenoemde sterkpunte word tydens supervisie benut?

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4. Which of the following are utilised during supervision?

Wat van die volgende aspekte word tydens supervisie benut?

Your previous experience U vorige ondervinding	
Your theoretical knowledge U teoretiese kennis	
Your skills U vaardighede	
Your strengths U sterkpunte	
Your perseverance U deursettingsvermoë	
Your creativity U kreatiwiteit	
Your loyalty U lojaliteit	
Your sense of responsibility U verantwoordelikeheidsin	
Your active participation in activities U aktiewe deelname tydens aktiwiteite	
Other Ander	

## Section E / Afdeling E

### Stress & burnout / stres & uitbranding

1. Define stress/ Definieer stres.

Feelings of / gevoelens van

Tension Spanning	
Anxiety Angstigheid	
Worries Bekommernis	
Other ander	

Other/ander.....  
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2. Did you ever experience work related stress in the past?

Het u al in die verlede werksverwante stres ervaar?

Yes Ja	
No Nee	

3. What were the causes of your stress? (prioritise your choices)

Wat was die oorsake van u stres? (prioritiseer u keuses)

Personal rrelationship problems Persoonlike verhoudingsprobleme	
Client system Kliënt sisteem	
Work environment Werksomgewing	
Relationship with supervisor Verhouding met supervisor	
Supervision process Supervisieproses	
Too much work Te veel werk	
Not enough work Te min werk	
Difficult work Moeilike werk	
No challenges in work Geen uitdagings in werk	
Other Ander	

Other/ander.....

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4. What were the symptoms you experienced? (prioritise your choices)

Watter simptome het u ervaar? (prioritiseer u keuses)

Increased smoking / rook meer	
Substance abuse / middel misbruik	
Sleeping problems / slaap probleme	
Boredom / verveeldheid	
Feelings of helplessness / voel hulpeloos	
Anxiety / angs	
Panic/ paniek	
Ralationship problems / Verhoudingsprobleme	
Withdrawal from social activities Onttrekking van sosiale aktiwiteite	
Headaches / hoofpyn	
Fatigue / moegheid	
Indigestion / slegte spysvertering	
Difficulty concentrating / swak konsentrasie	
Indicision / besluitloos	
Other / ander	

Other / ander

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5. How did you manage your stress? (prioritise your choices)

Hoe het u, u stres hanteer? (prioritiseer u keuses)

Leave / verlof	
Sport	
Relaxation / ontspanning	
Studies / studie	
Training / opleiding	
Humour / humor	
Supervision / supervisie	
Therapy / terapie	
Medication / medikasie	
Support from family and friends / ondersteuning van familie en vriende	
Support from colleagues / ondersteuning van kollegas	
Other / ander	

Other/

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6. Do you currently experience work related stress?

Ervaar u tans werksverwante stres?

Yes	
Ja	
No	
Nee	

7. If yes what symptoms are you experiencing? (prioritise your choices)

Indien ja watter simptome ervaar u? (prioritiseer u keuses)

Increased smoking / rook meer	
Substance abuse / middel misbruik	
Sleeping problems / slaap probleme	
Boredom / verveeldheid	
Feelings of helplessness / voel hulpeloos	
Anxiety / angs	
Panic/ paniek	
Ralationship problems / Verhoudingsprobleme	
Withdrawal from social activities Ontrekking van sosiale aktiwiteite	
Headaches / hoofpyn	
Fatigue / moegheid	
Indigestion / slegte spysvertering	
Difficulty concentrating / swak konsentrasie	
Indicision / besluitloos	
Other / ander	

Other / ander

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8. How do you currently manage your stress? (prioritise your choices)

Hoe hanteer u tans u stres? (prioritiseer u keuses)

Leave / verlof	
Sport	
Relaxation / ontspanning	
Studies / studie	
Training / opleiding	
Humour / humor	
Supervision / supervisie	
Therapy / terapie	
Medication / medikasie	
Support from family and friends / ondersteuning van familie en vriende	
Support from colleagues / ondersteuning van kollegas	
Other / ander	

Other/ander.....

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9. Define the term burnout.

Definieer die term uitbranding.

Physical fatigue/ fisiese moegheid	
Emotional fatigue / emosionele meogheid	
Reduced personal accomplishment / verminderde persoonlike vervulling	
Lack of motivation / gebrek aan motivering	
Other / ander	



Other/

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10. Can supervision manage stress and burnout?

Kan stress en uitbranding deur middle van supervisie aangespreek word?

Yes / ja	
No / nee	
Other / ander	

Motivate your answer.

Motiveer u antwoord.

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Thank you for your cooperation.

Dankie vir u samewerking.